

Directorate for People – Children`s Services

Evidence for compliance with the Equality Duty as defined by the Equality Act 2010 - Equality Evidence Refresh - June 2014

We were required to publish by January 2014 information that demonstrates our compliance with the Equality Duty as defined by the Equality Act 2010. This means that we have had to show, that in the decision-making process we have had due regard to the need to:

- **eliminate unlawful discrimination, harassment and victimisation** and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not and
- **foster good relations** between people who share a protected characteristic and people who do not.

These are sometimes referred to as the **three aims** of the general equality duty.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

We have to show that we considered how the decisions that we make and the services we deliver affect people who share the different protected characteristics of :

- **age**
- **disability**
- **gender reassignment**
- **marriage and civil partnership (but only in respect of eliminating unlawful discrimination)**

- **pregnancy and maternity**
- **race – this includes ethnic or national origins, colour or nationality**
- **religion or belief – this includes lack of belief**
- **sex (gender)**
- **sexual orientation**

In this refreshed document we have attached brief updated information on a number of publications which directly or indirectly concern equalities issues. These are only a selection of information items in the public domain of this nature. They are illustrative of much wider work related to the Equalities Duty.